

# Transition Career Exploration Workshop

## Interests



The Transition Career Exploration Workshop is a product of the Maine Department of Labor. The ND Division of Vocational Rehabilitation has permission to add the ND DVR brand to all information.



## What Do I Like To Do?

- A critical element in choosing an occupation or job is whether you think you will “LIKE” that job.
- So - you need to find out.



**Facilitator Notes:**

**Projected Time: 30 minutes**

**LEARNING OBJECTIVE:** Participants will learn the importance of interests in determining an employment goal.

Let the group know that we will now be exploring a different characteristic of who they are - what they LIKE to do!

## Would I Like That Job?

- How do I find out?
- What is the connection between my interests and my future jobs?
- What is the connection between my interests and my personal characteristics?

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### **Facilitator Notes:**

So how do you make the connections between your interests and future jobs? How do your personal characteristics figure into the equation? What is the connection?

The exercise we are about to do will help you to connect your interests and personal characteristics to future job possibilities.

Go to the next slide.



## Interest Survey

- The **California Career Zone** is a survey of your activity interests.
- On the website you can:
  - Determine your three major types of activity interest areas.
  - Use those three areas to print a list of jobs related to your interests.
  - Explore jobs of interest to get more information about those jobs.

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### Facilitator Notes:

**Materials Needed:** Internet access, computers and printer access – could do as homework.

We're going to use a website called the **California Career Zone**, and you will take a survey of your activity interests. This activity is based on the Holland Codes.

The survey will determine your three major types of activity interest areas. You can then use those three areas to print a list of jobs related to your interests. You can then explore jobs of interest to get more information about those jobs .

This exercise is going to help you to make connections between who you are, your interest and job possibilities.

Participants will need to bring their laptops and have access to the Internet for this exercise and also need to have printing capability.

Let's go to the next slide to walk through the steps to accessing the website, completing the survey and exploring occupations.

## California Career Zone

- These are the responses you will need to make -  
L = like      ? = don't know      D = dislike
- Try not to think about:
  - Whether you have enough education or training or experience to perform the activity or
  - How much money you would make performing that activity
- You are making choices based only on “is it something I think I would like to do or not to do?” or based on facts about yourself and the occupation?

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### Facilitator Notes:

The type of responses the survey will be asking them to make are L = Like; ? = do not know and D = Dislike.

When making your choices (L or ? or D), talk to the group about not over thinking their responses and not making choices based on:

- Whether you have enough education or training or experience to perform the activity or
- How much money you would make performing that activity?

You are making choices based only on “is it something I think I would like to do or not to do?” or based on facts about yourself and the occupation.

**Remind them to print a copy of User Name and Password and their results.**



## California Career Zone

- Click on [www.cacareerzone.org](http://www.cacareerzone.org).
- Click on “**Create an account**” to save your results and allow you to use the site again.
- This will take you to “**Portfolio Login.**”

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### Facilitator Notes:

In order to demonstrate (or for the participants to complete) the survey on the California Career Zone website, you will need to make sure that you are connected to the internet and that you re-type the cacareerzone into your internet browser.

Direct them to follow the prompts on the slide.

**Remind them to print a copy of their User Name and Password. Then to print the result of the survey.**

**(FYI - The next few slides continue with directions for the completion of the assessment).**



## California Career Zone From Interests to Jobs!



- Follow the directions to get to a list of your related jobs.
- You can now click on any of the listed jobs and look at the characteristics of that job.
- **Print** copies of any job of interest.
- Click on “**Log Out**” when you are finished.
- **Keep a copy** of your **User Name & Password** to re-enter the website at any time.

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### Facilitator Notes:

They should be instructed to make note of any jobs of interest from their list to be printed.

**Be sure to remind them to Keep a copy** of their **User Name & Password** to re-enter the website at any time.

## Holland Type Jobs

- Review your list of jobs suggested by your Holland type from the Career Zone Survey.
- Circle or highlight those jobs on which you wish to follow-up.



*Record the jobs of interest in your **Participant Workbook** on the “O” page under the “**California Career Zone**” section.*

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### Facilitator Notes:

The California Career Zone provides suggested jobs based on Holland Types, which we will be discussing in detail in the next slides.

Be sure to circle or highlight those jobs on which you wish to follow up or do more research.

*Record your jobs of interest in your **Participant Workbook** on the “O” page of the SODA form under the “**California Career Zone**” section.*



## Six Holland Codes

- Dr. John Holland, a psychologist and teacher, proposed that:
  - each of us is a mix of two or more of 6 personality types; and
  - we tend to choose work environments and jobs based on the similarity of those jobs to our personality characteristics.
- You completed the California Career Zone interest profiler and have your Holland Codes.

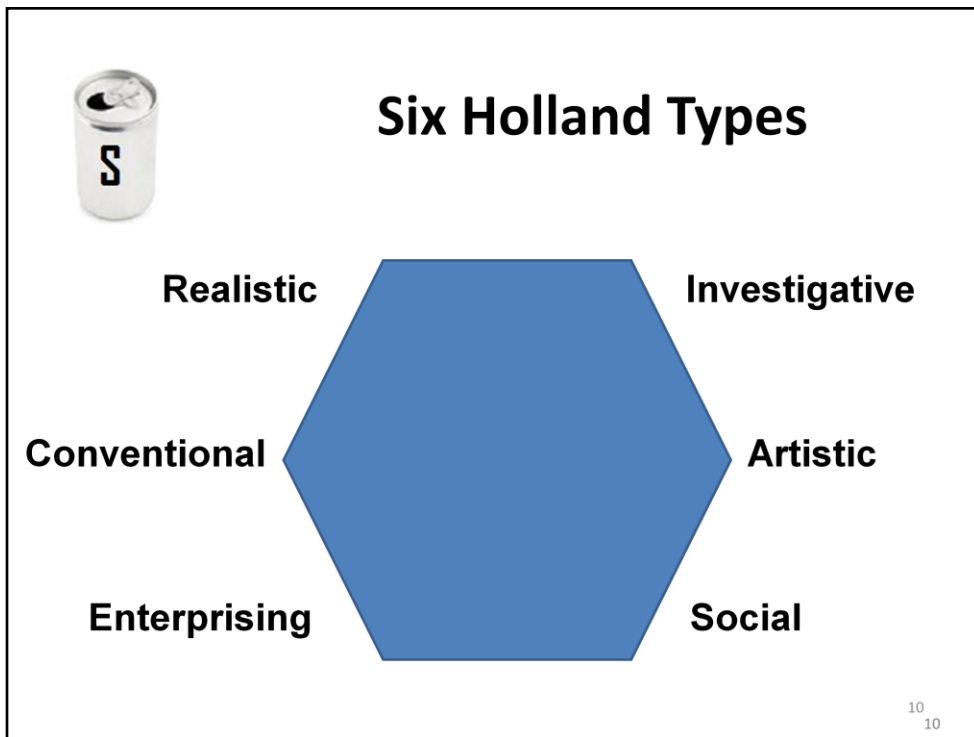
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### Facilitator Notes:

FYI -

The **Holland Codes** represent a set of personality types described in a theory of careers and vocational choices. Holland's theory argued that "the choice of a vocation is an expression of personality" and that the six factor typology he articulated could be used to describe both *persons* and work *environments*. His model has been adopted by the U.S. Department of Labor for categorizing jobs relative to interests. Holland's theory does not assume that a person is just one type or that there are "only six types of people in the world." Instead, he assumed that any person could be described as having interests associated with each of the six types in a descending order of preference. This assumption allows the Holland Codes to be used to describe 720 different personality patterns. As the theory is applied in interest inventories and job classifications, it is usually only the two or three most dominant codes that are used for vocational guidance.

**Stress the connection between their personality type and the kind of jobs that they prefer.**



**Facilitator Notes:**

**Materials Needed:**

Holland Poster on the wall if you have one.

Remind them that they do not have to “match” all of the characteristics.

Review the six personality and work environment types described by Holland :

**Realistic** - practical, physical, hands-on, tool-oriented.

**Investigative** - analytical, intellectual, scientific, explorative.

**Artistic** - creative, original, independent, chaotic.

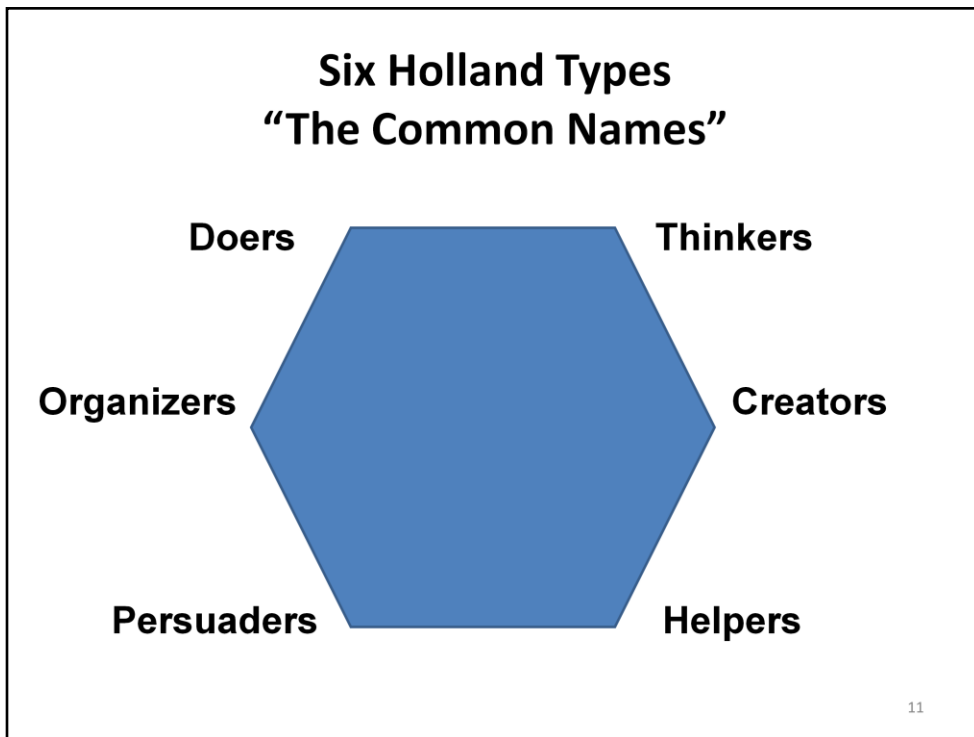
**Social** - cooperative, supporting, helping, healing/nurturing.

**Enterprising** - competitive environments, leadership, persuading.

**Conventional** - detail-oriented, organizing, clerical.

You may want to record on a Post-It wall chart the different types of all the participants to remind them that they are all different human beings.

Again, when you have finished reviewing all six types, check to determine if their Type seems to match what they know about themselves.



**Facilitator Notes:**

These are the more common names that remind them of what distinguishes each type in terms of personality and work type:

Realistic = Doers,  
Conventional = Organizers,  
Enterprising = Persuaders,  
Investigative = Thinkers,  
Creators = Artistic and  
Social = Helpers.

We are now going to move to making connections between their personality, work type and what they are interested in doing. The following slides are going to be looking at more of the WOWi results, looking at Interests through self-selected choices and career interest activities.



## Profile Report Self-Selected Choices

- On the WOWi **Profile Report** , page 1, in the **Summary** section, do your “**Self-Selected Choices**” of **Occupational Areas** seem to cover your areas of interest?
- Do your selected “**Best Liked Subjects**” seem to cover your preferred school subjects?



In the **Participant Workbook**, under “**WOWi Occupational Areas**,” record your **Self-Selected Occupational Interests**.

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### Facilitator Directions:

**Again, give them some time to review their Profile report before you begin your presentation.**

- Refer them to Page 1 of the Profile Report – look at the information in the lower left panel-“Self-Selected Choices.”
- This part of the assessment is listing what they **like to do** in terms of occupational areas and school subjects.
- Read the questions on the slide:
  - Occupational Areas
    - Do these choices seem to cover their areas of interest?
  - Subject Areas
    - Do they seem to cover your preferred school subjects?
- Remind them that these were choices they made from lists of Occupational Areas and School Subjects.

## Profile Report

### Career Interest Activities

- **WOWi Summary - page 1** (lower right hand corner)
- **High-Measured Career Interest Activities**  
Does the list suggest areas of career interest that “fit” what you know about yourself?



*Record results in your **Participant Workbook** under the “**WOWi Career Interest Activities.**”*

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#### Facilitator Directions:

- These High-Measured Career Interest Activities are **based on their preferences on the job-related questions on the inventory.**

- **Open discussion:**

Does the list suggest areas of career interests that “fit” what they know and are learning about themselves. Do they think/feel what they are learning is helping them to understand their interests? Why or Why not?

Later we will be doing ONET and other searches that will help them define what a job is and the tasks, responsibilities and requirements for those jobs.

- Have them record the information in their Participant Workbook.

## **Interpretive Report - Career Recommendations**

- On page 5, find the Career Recommendations.
- These occupational (job) recommendations are based on your scores in all the sections you completed.
- List the Career Recommendations you are:
  - interested in,
  - neutral about, or
  - not interested in.

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### **Facilitator Notes:**

On Page 5 of the WOWi Interpretive report begins a list of occupational options for each participant (who took the WOWi) that are listed according to the scores on all of the sections they completed. The occupations are listed according to level of education it would take to do that kind of work. Not all of the jobs listed would be recommendations for them from the VR perspective. VR would help individuals to get started on their path. This would be a discussion the person would have with their VR counselor. Many considerations would come into the conversation before a decision would be made. However, the goal is not to level aspirations – only to be realistic and practical. Some individuals may not do well in formal college settings, and others would. It all depends on the person, as has been discussed in the previous sessions.

One activity would be to have them make a list of the job selections in the categories suggested - Like, neutral or not interested. And have them see how it matches up with the self selected choices box on the summary sheet of the WOWi report. On the next slide is a continuation of the selection process as they begin to combine all of what they have been learning about themselves.

## CAREER RECOMMENDATIONS

### Interpretive Report

- Combines the results of:
  - your career interests (what you like to do),
  - aptitudes (what you do well), and
  - values (what's important to you in the work environment).
- Does the list of **Career Recommendations** suggest some occupations that you would be interested in exploring?

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#### Facilitator Directions:

- Continue to refer to the Interpretive Report and turn to the **Career Recommendations** section.
- Make a point to them that this part of the report makes career recommendations based on a combination of their **interests, values and aptitudes** as a result of their responses on the WOWi.
  - Interests measure what they **like to do**.
  - Values measure **what matters to them**.
  - Aptitudes measure **what they're good at doing**.
- 3 different perspectives combined!
- Discuss the challenge is to find a job or career that has components of all three perspectives:
  - **A job they like (interests),**
  - **A job they do well (aptitudes), and**
  - **A job in a compatible work environment (values).**

Again, ask the last question on the slide of the group -  
Does the list of Career Recommendations suggest occupations that you would be interested in and how does it match your self selected choices, your Career Zone results, your Holland code type?



## What Type of Person Am I?

- Another Personality Inventory – documenting the characteristics that make you different from other people is:

The **Kingdomality** Exercise

[www.cmi-lmi.com/kingdomality.html](http://www.cmi-lmi.com/kingdomality.html)



***Participant Workbook:** Record appropriate Title or characteristics from the Kingdomality exercise on the “S” page under the “**Personality**” section.*

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### Facilitator Notes:

**LEARNING OBJECTIVE:** Participants will understand the importance of personality traits in determining an employment goal.

- Discuss the definition of personality – each person’s personality is distinctive based on their genetic make up and the environment in which they were raised. The sum total of a person consists of their physical, mental, emotional, and social characteristics and how the traits are organized into behavior. This is a technical definition but you could ask them what they think personality is.
- Have them click on the hyperlink and take the Kingdomality inventory.
- Make sure they print their results.
- Discuss the different types. You will find the types listed on the following three pages.
- Have them record information in their Participant Workbook.